

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act: **CEO (and below)**

For 2nd Quarter 2016 for period ending March 31, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03-31
	2011	2012	2013	2014	2015	
Number of Complaints Filed	67	56	45	48	42	28
Number of Complainants	70	58	43	48	36	28
Repeat Filers	2	2	2	0	6	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	Thru 03-31
Race	24	22	19	15	17	8
Color	1	0	1	0	0	2
Religion	2	2	1	1	1	0
Reprisal	28	24	17	19	22	8
Sex	25	13	18	12	8	6
PDA	0	0	0	0	0	0
National Origin	1	1	0	2	2	0

Equal Pay Act	2	7	1	4	0	7
Age	25	25	20	19	23	14
Disability	15	11	11	20	10	4
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	0	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03- 31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2011	2012	2013	2014	2015	
Appointment/Hire	7	53	6	4	6	1
Assignment of Duties	6	6	3	3	3	0
Awards	0	0	0	2	0	0
Conversion to Full-time	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	1	0	1	0
Reprimand	1	0	0	0	0	0
Suspension	0	3	0	2	2	2
Removal	0	0	0	0	0	0
Other	3	5	1	1	0	0
Duty Hours	1	1	1	3	0	0
Evaluation Appraisal	0	4	3	6	7	1
Examination/Test	0	0	0	3	0	0
Harassment						
Non-Sexual	7	11	12	11	9	2
Sexual	4	3	1	1	1	0
Medical Examination	0	0	3	2	0	0

Pay (Including Overtime)	2	10	11	7	2	2
Promotion/Non-Selection	23	25	11	17	15	7

Reassignment

Denied	0	0	1	1	0	0
Directed	1	0	3	1	0	0
Reasonable Accommodation	1	1	1	2	4	1
Reinstatement	0	0	0	1	0	0
Retirement	0	0	1	0	0	0
Termination	1	8	5	15	12	8
Terms/Conditions of Employment	18	12	7	19	25	16
Time and Attendance	0	0	0	0	2	0
Training	0	2	2	2	1	1
Other	2	10	0	1	1	0

Processing Time	Comparative Data					2016 Thru 03-31	
	Previous Fiscal Year Data						
	2011	2012	2013	2014	2015		

Complaints pending during fiscal year

Average number of days in investigation	123.12	131.73	173.68	198.13	226.93	367.67
Average number of days in final action	86.20	42.93	85.47	52.52	56.95	186.89

Complaint pending during fiscal year where hearing was requested

Average number of days in investigation	115.83	140.38	178.84	202.00	223.00	423.33
Average number of days in final action	0	39.40	32.60	39.67	43.73	245.00

Complaint pending during fiscal year where hearing was not requested

Average number of days in	145	123.08	168.22	193.83	230.12	315.00
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investigation						
Average number of days in final action	178	127	135	123.24	59.75	170.29

Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 03- 31
	2011	2012	2013	2014	2015	
Total Complaints Dismissed by Agency	9	6	5	3	5	1
Average days pending prior to dismissal	49	50	46	105	86	242
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	5	3	3	2	1	0

Total Final Agency Actions Finding Discrimination	Comparative Data												
	Previous Fiscal Year Data										2016 Thru 03-31		
	2011	2012	2013	2014	2015	#	%	#	%	#	%	#	%
Total Number Findings	3	2	3	1	1	1		1		1		1	
Without Hearing	2	67	2	100	2	67	0	0	0	0	1	100	
With Hearing	1	33	0	0	1	33	1	100	1	100	0	0	

Findings of Discrimination Rendered by Basis	Comparative Data												
	Previous Fiscal Year Data										2016 Thru 03-31		
	2011	2012	2013	2014	2015	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>													
Total Number Findings	0	0	3	2	1	0		0		0		0	
Race	1	50	0	0	2	67	0	0	1	100	0	0	
Color	0	0	0	0	0	0		0		0		0	

Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	1	100	0	0	0
Sex	0	0	1	50	0	0	1	33	1	50	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	1	50	0	0	0	0	0
Age	1	50	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	1	100	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
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Findings After Hearing	0		0		0		0		1		0		0
Race	0	0	0	0	0	0	0	0	1	100	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	1	100	1	100	1	100	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0	0
Age	1	100	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0	0
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Findings Without Hearing	0		0		2		2		0		1		0

Directed	0	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	100	
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	1	100	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	50	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2016 Thru 03-31	
	Previous Fiscal Year Data						
	2011	2012	2013	2014	2015		
Total complaints from previous Fiscal Years	20	22	20	30	29	54	
Total Complainants	19	21	61	29	28	50	
Number complaints pending							
Investigation	0	0	2	0	3	18	
ROI issued, pending Complainant's action	0	0	0	0	0	1	
Hearing	14	12	20	25	23	0	
Final Agency Action	0	3	0	5	4	4	
Appeal with EEOC Office of Federal Operations	0	0	1	30	19	13	
Complaint Investigations		Comparative Data					
		Previous Fiscal Year Data			2016		

	2011	2012	2013	2014	2015	Thru 03- 31
Pending Complaints Where Investigations Exceed Required Time Frames	2	2	3	1	11	11